School Uniform Policy including Academy Specific Details

Date	Revision & Amendment Details	By Whom
September 2026	First Version	Central Executive Team

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1. Introduction

School uniform, as stated in the Department for Education's statutory guidance: *Cost of School Uniforms*, should:

'*help to build a sense of identity and community among children and with their school. To do this, it must be affordable. Affordability should never be a barrier to the schools for which parents apply or the activities in which children can participate*'.

A uniform, can play a key role in promoting the ethos of a school; providing a sense of belonging and identity; and setting an appropriate tone for education.

By creating a common identity among all children, regardless of background, a uniform can act as a social leveller. It can also act to reduce bullying and peer pressure to wear the latest fashions or other expensive clothes.

However, if the uniform is too expensive, it can place an unreasonable burden on families. If a distinction can be made between those who can afford it and those who cannot, this can reduce its benefits. This has the potential to negatively impact attendance, access and participation and has the potential to lead to bullying.

Parents / carers should not have to think about the cost of a school uniform when choosing which school(s) to apply for. No uniform should be so expensive as to leave children or their families feeling unable to apply to, or attend, a school of their preference. Nor should the cost of uniform be a barrier to children participating in sport and other school activities. Therefore, it is important to ensure their uniforms are affordable.

2. Aims

This policy aims to:

- Set out Peterborough Diocese Education Trust's (PDET / the Trust) approach for its schools (school / s) in relation to requiring a uniform that is of reasonable cost and offers the best value for money for all parents and carers
- Explain how the Trust will avoid discrimination in line with its legal duties under the Equality Act 2010
- Clarify the Trust's expectations for school uniform.

3. Legal Duties Under the Equality Act 2010

The *Equality Act 2010* prohibits discrimination against an individual based on the protected characteristics, which include: age, sex, sexual orientation, disability, race, religion or belief, pregnancy and maternity, and gender reassignment. Schools should be mindful of their duties under the Equality Act and the Trust's Equality Statement.

4. Limiting the Cost of School Uniform

Schools have a duty to make sure that the uniform required is affordable, in line with statutory *guidance* from the Department for Education (DfE) on the cost of school uniforms.

The Trust understands that items with distinctive characteristics (such as branded items, or items that need to have a school logo attached or be in a unique fabric or style) cannot be purchased from a wide range of retailers, and that requiring many such items limits parents / carers' ability to shop around for the best price.

Therefore, each school will make sure their uniform:

- Is available at a reasonable cost
- Provides the best value for money for parents and carers.

They will do this by:

- Following the statutory limits for compulsory branded items of uniform and PE kit to a maximum of 3 or fewer
- Carefully considering whether any items with distinctive characteristics are necessary, and limiting these items where possible
- Limiting compulsory branded items to low-cost and / or long-lasting items
- Avoiding single-supplier contracts, to make sure generic items can be purchased from a range of retailers
- Considering cheaper alternatives to compulsory branded items, such as logos that can be ironed on, as long as this doesn't compromise quality and durability
- Avoiding specific requirements for items such as coats, bags and shoes / trainers that children could also wear on non-school days
- Avoiding different uniform requirements for extra-curricular activities including (but not limited to) sport, music and drama
- Considering alternative approaches, including loaning compulsory branded items such as sports kit for competitions
- Avoiding requiring different branded items for particular times of the year, such as a branded dress in summer and a branded skirt in winter
- Making sure that opportunities to acquire second-hand items in a timely manner are accessible to parents and carers of both current and prospective children, and publishing this information on the school's website
- Avoiding frequent changes to uniform specifications, and minimising the financial impact on parents / carers of any changes
- Consulting with parents / carers and children on any proposed significant changes to the school uniform policy
- Continuing to review the school specific part of this policy, to ensure the cost of uniform is reasonable and provides the best value for money.

5. Expectations for School Uniform

Details of an individual school's expectations for school uniform are set out in the *Appendix.*

6. Expectations for the School Community

6.1 Children

Children are expected to wear the correct uniform at all times (other than specified non-school uniform days) while:

- On the school premises
- Travelling to and from school
- At out-of-school events or on trips that are organised by the school, or where they are representing the school (if required).

6.2 Parents and Carers

Parents and carers are expected to make sure their child has the correct uniform and PE kit, and that every item is:

- Clean

- Clearly labelled with the child's name
- In good condition.

Any concerns or complaints parents / carers may have relating to the school uniform should be raised in a timely and reasonable manner in accordance with the school's complaints policy.

6.3 Staff

Staff will closely monitor children to make sure they are in correct uniform. They will give any children and families breaching the uniform policy the opportunity to comply, but will follow up with the headteacher if the situation doesn't improve.

Ongoing breaches of the uniform policy will be dealt with by the headteacher.

In cases where it is suspected that financial hardship has resulted in a child not complying with this uniform policy, staff will take a mindful and considerate approach to resolving the situation and the child will not miss classroom teaching because of a sanction. This is in line with the statutory *guidance*.

7. Monitoring Arrangements

This policy will be reviewed every three years by the Trust's Central Executive Team.

8. Links to Other Policies

This policy is linked to our:

- Behaviour policy (which includes Anti-bullying policy)
- Equality information and objectives statement
- Complaints policy

APPENDIX - School Specific Details: Expectations for School Uniform

1. Limiting the Cost of School Uniform

William Law CE Primary School is committed to ensuring that the cost of school uniform is reasonable and does not place an unnecessary financial burden on families.

In line with statutory guidance, the number of compulsory branded items is kept to a minimum. The school's compulsory branded uniform items are:

- William Law CE school sweatshirt or cardigan, or the plain bottle green alternative.
- William Law CE school grey or yellow polo shirt, or the plain yellow or grey alternative.
- William Law CE PE T-shirt, or a green, yellow, red or royal blue alternative.

Branded items are available for families who wish to purchase them, but suitable unbranded alternatives in the required school colours are permitted.

Parents and carers are not expected to purchase all uniform items from a specialist school uniform supplier. Generic items can be purchased from a range of high-street and other retailers, allowing families to select the most affordable suitable option.

2. Details of Our School Uniform

William Law CE Primary School's uniform is based around the school colours of **bottle green, white, black and grey**.

Everyday uniform

Children may wear:

Bottle green sweater cardigans and bottle green sweatshirts (neck or round neck). These can be branded or non-branded.

- Mid-grey pinafore, mid grey skirt, classic mid grey classic style trousers or shorts.
- Grey tights ,grey socks (ankle or knee high) or white socks (ankle or knee high) with Skirts and pinafores.
- Grey or white ankle socks for shorts and trousers
- School shoes must be smart and black (no trainers).
- Grey, white or yellow polo shirts (branded or non-branded). Long sleeve grey, white or yellow polo shirts can be worn in the winter.

Children may choose between the permitted uniform options regardless of gender.

Summer uniform

During the summer months, children may wear:

- A green gingham or green gingham playsuit summer dress; or

- William Law CE school grey or yellow polo shirt, or the plain yellow or grey alternative with smart mid- grey shorts, skirt or pinafore dress.

Summer uniform is an optional seasonal alternative and is not an additional compulsory uniform requirement.

PE kit

PE kit is kept deliberately simple and should be suitable for a range of physical activities. Children require:

- William Law CE PE T-shirt, or a green, yellow, red or royal blue alternative.
- Black shorts.
- Trainers.
- Plain black jogging bottoms and a plain black sweatshirt or top for outdoor PE during colder weather.
- Black cycling shorts can be worn for indoors

Children do not need separate kits for different sports or activities.

Sports, football or other branded club kits should not be worn as PE kit.

PE kit should be kept in a suitable bag and clearly named.

Swimming

Where swimming forms part of the curriculum, children will be advised of the appropriate requirements in advance. Swimming clothing should be suitable for school swimming and allow children to participate safely and comfortably.

Shoes

Children should wear footwear that is suitable, safe and practical for the school day and for participation in normal school activities.

The school expects footwear to be predominantly black and suitable for school. Footwear should be flat and allow children to move safely around the school.

Coats and bags

Children should have a suitable coat for the weather conditions. Coats should be appropriate for school and suitable for outdoor play and learning.

Children should have a suitable school bag/book bag for carrying reading books and other essential items. School book bags are available through the school's uniform supplier, but a suitable unbranded alternative may be used.

Jewellery

Jewellery should not normally be worn in school.

Small ear studs are permitted. Ear studs must be removed for PE and swimming for health and safety reasons. Parents/carers should take this requirement into consideration when deciding when to have a child's ears pierced.

Watches may be worn but remain the responsibility of the child. Smart Watches must have all communication (phone, text, email etc) and image capturing facilities (video and photographs etc) disabled or not worn.

Hair and hair accessories

Hair should be neat, safe and suitable for school. Shoulder-length and longer hair should be tied back where appropriate, particularly for PE and other activities where this is necessary for safety.

Hair accessories should be practical and suitable for school and should not create a health and safety risk.

The school does not seek to prevent pupils from expressing their individuality. However, extreme or highly distracting hairstyles or accessories are not considered appropriate for the school environment. Where parents/carers are considering a significant change to a child's hairstyle, they are encouraged to discuss this with the school beforehand.

3. Where to Purchase or Acquire School Uniform

Branded William Law school uniform can be purchased from the school's uniform supplier, **Chromosports**

The school uniform supplier can be accessed online through the school website or in store.

Parents and carers are also welcome to purchase suitable generic, unbranded uniform items from other retailers. These items must meet the colour and style requirements set out in this policy.

The school recognises that children grow quickly and that uniform can be a significant expense for families. Parents and carers are therefore encouraged to consider good-quality second-hand uniform where available. In Queensgate there is a second-hand uniform shop.

The school will make information about available second-hand uniform, including opportunities to obtain donated or pre-owned items, available to current and prospective families in a timely and discreet manner. Where second-hand uniform is available through the school, families will be informed through normal school communication channels.

Families who are experiencing financial difficulty or who require support in obtaining school uniform should contact the school office. The school will seek to support families sensitively and without embarrassment wherever possible.

The current uniform information, including details of the school's uniform supplier, is published on the school website and is available to parents and carers of current and prospective pupils.